

**PROCEEDINGS OF THE BROWN COUNTY**  
**EXECUTIVE COMMITTEE**

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the Brown County Executive Committee was held on Monday, March 12, 2018 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

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**Present:** Chair Lund, Vice Chair Moynihan, Supervisor Erickson, Supervisor Hoyer, Supervisor Schadewald, Supervisor Van Dyck, Supervisor Buckley

**Also Present:** Human Resource Director Katherine Roellich, Director of Administration Chad Weininger, Supervisor Tom Sieber, Supervisor Jim Kneiszel, Supervisor Mark Becker, Supervisor Aaron Linssen, Internal Auditor Dan Process, Zoo and Park Director Neil Anderson, Assistant Park Director Matt Kriese, Corporation Counsel Dave Hemery, Health and Human Services Director Erik Pritzl, County Executive Troy Streckenbach, Clerk of Courts John Vander Leest, Port and Resource Recovery Director Dean Haen, Steve Corrigan, other interested parties

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**I. Call meeting to order.**

The meeting was called to order by Chair Lund at 5:30 pm.

**II. Approve/modify agenda.**

Motion made by Supervisor Moynihan, seconded by Supervisor Schadewald to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**III. Approve/modify Minutes of February 12, 2018.**

Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**Comments from the Public:** None.

**1. Review Minutes of: None.**

**Legal Bills**

**2. Review and Possible Action on Legal Bills to be paid.**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to pay the legal bills. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**Communications**

**3. Communication from Supervisor Becker re: Form an ad hoc committee to examine redistricting process. *Referred back to Exec Cmte from February County Board.***

*Although shown in the proper format here, this item was held until the arrival of Supervisor Becker and was taken following Item 8.*

Supervisor Becker said this is not a republican or democratic thing. Every time an issue has been brought to the Supreme Court, the maps have been shot down. He feels being proactive and having a five or seven member committee of Supervisors to go through and make sure we are being proactive when it comes to redrawing our own districts makes sense. Supervisor Moynihan presented the idea of having this as a standing item on the Executive Committee agenda and asked Corporation Counsel Dave Hemery if that would be appropriate. Hemery responded this is something that is very statute driven and referred to information that was contained in the agenda packet. A standing item would be appropriate or a subcommittee could be formed for this special purpose and when the purpose is reached, it could be dissolved. If this was a standing item on the regular Executive Committee agenda,

there would need to be someone bringing the information forward and he is not sure where that would come from without creating a subcommittee.

Chair Lund pointed out that public hearings must be held before redistricting but these could be held right before our Executive Committee meetings. He also we will not get the numbers until 2021 and that is when the redistricting will be done. Lund feels it would be best to put the plans out for public hearings to avoid the chaos that was encountered last time. Hemery added there are some cases with the Supreme Court that will be decided in the next year and he would be happy to keep the Committee advised of those if desired.

Becker said he is totally against putting this out to an outside organization and said the idea is to get a head start on this before the districts are redrawn and get an understanding of how to do this a little better than it has been done in the past.

Supervisor Sieber said he is interested in this and noted there are a lot of community groups who are very interested in redistricting and how the process works. With a subcommittee of volunteer Supervisors, no one would be working on this that does not want to and anyone who would want to present testimony would be able to do so and have the process explained to them and then the subcommittee can come up with some guidelines and best practices to present to the full Board for voting. Sieber is asking for the Committee to approve this so they can do the homework to find out what the best practices are and what options there are. He noted we represent the people and there is a very large interest in making sure the lines are drawn fairly. He does not want to wait until the maps are drawn and then say it is done; he would rather get input now and have a set of guidelines or recommendations for the County Board to look at and then they can decide if they wish to follow it or not.

Moynihan said he would prefer this be done by the Executive Committee and not a subcommittee because he does not want another layer. If a subcommittee is approved, more staff will be needed in the Board office because they are already tied up more than enough with other subcommittees.

County Executive Troy Streckenbach said when he came into office, redistricting was a hot button topic. He informed the WCA has a very good document regarding redistricting that covers transparency, public notices and public hearings. He said they have a very structured plan of when to start discussions, how to engage the public and how to set this up in committees. The bigger question is how the maps get drawn and that is something that needs to be decided. Streckenbach feels the WCA information would be a good starting point in being proactive on this.

Moynihan suggested holding this until the May Executive Committee meeting and at that time the new Executive Committee can make a decision as to keeping this at Executive Committee or forming a subcommittee. Becker was agreeable to that and just wants to make sure it does not die.

Supervisor Buckley recalled the last redistricting process and how maps get created and people try to influence the maps. Based on the Planning Department and the information they use and the other Supervisors and what the County does, Buckley does not feel a subcommittee is necessary; he feels this can be handled by the Executive Committee as long as Supervisors show up to talk about it and give their input. He feels forming a subcommittee will just create another layer of bureaucracy.

Erickson agreed with Buckley and noted he has had a number of discussions with various organizations and nobody is able to answer the question of what is wrong with the lines that are done by the Planning Department. Becker said the last time the redistricting was done, he was not in public office. Erickson asked if he was dissatisfied with the boundaries of his district and Becker responded that he is not dissatisfied but noted Supervisors represent their district first and the County second and he would hope that if a Supervisor gets a number of calls on this, they would realize that there is something going on and would look at the fact that if state got sued and went to the Supreme Court, more than likely the boundaries would be shot down because something is wrong.

Sieber noted this has been discussed at PD & T and he said District 18 is a prime example of lines protecting the incumbent when maps are drawn. He referenced another district where all but one block falls north of Mason Street and it is his understanding that the former incumbent lived on that block. In addition, in Sieber's own district, the

guidelines of natural boundaries were not used. He feels a better job could be done using more rectangular boundaries as well as using natural boundaries and school and municipal boundaries. He continued that people come to the redistricting meetings because the community wants to know what we are doing and want an open process that they understand. He said Executive Committee meetings sometimes run very long and having the redistricting hearings would have to be worked into the schedule too so the public can give their input and learn about the process to alleviate their concerns. He also feels it is very important for no Supervisors to be in contact with the Planning Department while the maps are being drawn and this is something that would need to be included in the plan. Planning would be advised of the guidelines such as using natural boundaries or protecting incumbents, but those are decisions that need to be made openly.

Erickson commented that he does not have a problem having this as part of the Executive Committee and noted that the public is always welcome at every meeting the County has. He does not want to complicate this to the point that Planning has to start way, way in advance.

Supervisor Van Dyck understands there appear to be some abnormalities in a few of the districts, but taking into account what Supervisor Zima has said in meetings about the location of existing Supervisors, it can be better understood why some of the districts ended up the way they did. Nothing appears to be illegal or incorrect and it appears that the criteria were followed. Van Dyck feels we need to watch the hard and fast rules that we want to apply. He understands the angst at the state and federal levels, but not quite the same angst at the county level, but in trying to get away from this being political, we need to be realistic. The only people interested in this subject matter are political in some nature. They can say they are not political or not affiliated, but if they are giving input and talking about it, they are political in one way or another. Van Dyck suggested if this is being brought back to this Committee in May instead of just holding it, a public hearing should be scheduled at that meeting so the public can come forward and we can explain to them the process being utilized and hear what their concerns are, because maybe after the process is explained their concerns would be alleviated. He feels this would be better than trying to recreate the wheel through a subcommittee.

Moynihan said he is against a subcommittee, but his intent is to hold this until May because the makeup of this Committee could be totally different and he would like them to make the decision as to a public hearing and formation of a subcommittee. Becker is agreeable to leaving this to the new Executive Committee to determine when a public hearing will be held and how to proceed.

Streckenbach said the census is critical in this process and urged Supervisors to let their constituents know how critical their participation in the census process is. When people are unavailable to complete the census information, the districts geographically tend to get much larger because when Planning is drawing the maps they have to get to a certain population number. Streckenbach continued that last year Green Bay lost a district, which then forced the Planning Department to try to figure out who was going to run against whom in Green Bay. Brown County will have to come up with a solution as to how that would be handled in the County if we were to lose or gain a district.

Supervisor Linssen said it was never his intent to have the lines of his district redrawn. He understands how his district ended up the way it did. His concern arose strictly from comments he had heard from several individuals that a prior Board member had essentially tinkered with this prior to going to a vote. In bringing this forward, he wants to ensure that we have some sort of system or mechanism to address that issue; whether it is a citizen board or the County handles it themselves and sets the parameters. He wants to be sure a process is set up before the point where we have to pit one Supervisor against another. Lund said we can make whatever guidelines we want, but noted that any Board can change the rules.

Supervisor Schadewald informed he has been through the redistricting process three times and feels Planning does a good job despite the many factors that go into it. He said that even if procedures and guidelines are set up, the public needs to be educated that this is not a simple, easy process.

**Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to hold until the May Executive Committee meeting. Vote taken. MOTION CARRIED UNANIMOUSLY**

4. **Communication from Supervisor Linssen re: To discuss lowering ballot access signature requirement for the Brown County Board. *Referred from February County Board.***  
**Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to hold until the May Executive Committee meeting. Vote taken. MOTION CARRIED UNANIMOUSLY**

*After the arrival of Supervisor Linssen, the following motion was made:*

**Motion made by Supervisor Hoyer, seconded by Supervisor Moynihan to reconsider Item 4. Vote taken. MOTION CARRIED UNANIMOUSLY**

Linssen advised the Committee he brought this forward as he felt it was worth having a discussion regarding the potential of doing something like this. He noted that 18 of the current Supervisors are running unopposed which he feels shows a lack of interest in running and he feels part of that is due to the number of signatures that are required to get on the ballot. He said he is bringing this up as people are knocking on doors in the very worst, subzero winter weather and he feels that is very discouraging to people who are interested in running for office and is one of the biggest barriers to people getting their name on the ballot. Linssen continued that the Board has the authority to lower the number of signatures required from 100 to 20. He does not know if there would be interest in something like this, and was looking for input.

Van Dyck recalled this was brought up several years ago and at that time he thought it was a fairly good idea. Now, though, he thinks it does not come down to the amount of signature a person has to get. He feels this boils down more to a lack of interest in running for public office. Van Dyck feels that anyone would be able to get 100 signatures if they really wanted to. In addition, in looking at all of the local elections that take place in Brown County the vast majority of the candidates are unopposed. If people are not putting their name in to run for School Board which does not require any signatures, or for town positions which only require 20 signatures, Van Dyck feels there is a lack of interest in getting involved and investing the time that needs to be invested in order to do a good job when elected.

Linssen responded that if there is a struggle to get people to run for office with 20 signatures, it does not seem to make sense to set it at 100. He feels the more people who run the better, and not having people going out in subzero weather to gather 100 signatures may help. Van Dyck said he really does not like getting signatures, but he was able to get what he needed in two afternoons. If someone is not willing to invest the short amount of time it takes to gather 100 signatures, he questions if that person is really going to invest the time to attend committee and Board meetings. Van Dyck ended by saying getting the signatures is the smallest piece of the commitment.

Buckley said he does not get real excited about gathering signatures either, but he does look at it as an opportunity to talk people in the neighborhood that you may not normally talk to. He understands everyone has busy lives, but he finds talking to the people is the best part of gathering signatures. Lund also said he does not mind gathering signatures and if you go out early, the weather tends to be a little better. He said our smaller government positions allow us to give people more of a personal touch. Moynihan gathers all his own signatures and feels that if people really want to be on the ballot, they will put in the effort to get the signatures.

**Motion may by Supervisor Erickson, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

#### Resolutions, Ordinances

5. **Resolution Approving Budget Carryover Request from 2017 to 2018.**

**Motion made by Supervisor Schadewald, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

6. **Resolution to Approve Land Use Agreement regarding the Fox River State Trail.**

**Motion made by Supervisor Van Dyck, seconded by Supervisor Hoyer to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

7. **Resolution Authorizing the Transfer of Ownership of Park Land to the Village of Wrightstown.**  
**Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**
8. **Resolution Providing Preliminary Approval for the Brown County Fair Association (FA) to Construct a Storage Building on County Fairgrounds Property, to Donate Said Building to the County, and for the County to Lease Said Building Back to the FA.**

Supervisor Kneiszel addressed the Committee with some concerns. He does not feel anything should be built on the site until the masterplan is complete and the County has time to review it. That was the intent of the motion he made in December, however, that motion has been interpreted differently. Kneiszel has learned that a feasibility study is expected to be completed at the end of the summer as part of the \$80,000 masterplan. The feasibility study will result in three conceptual plans to be reviewed by the County and hopefully the City of De Pere before choosing a development design that best fits the property. His original concern was on behalf of the City of De Pere because they felt their input was not being listened to. Since then, the Fair Board has met with De Pere and the Mayor and City Administrator said they would go along with this with the condition that the building could be torn down or moved if necessary, but Kneiszel questions who will pay for that.

Kneiszel continued that in the meantime the Parks Department has located interior storage space on the grounds that could be available immediately for use by the Fair Board free of the charge while waiting for the outcome of the masterplan.

Kneiszel said the Fair Board is saying they are paying for the building and donating it to the County, however, the County contributes \$20,000 a year to the Fair and in the past \$40,000 a year to the Fair and it could be perceived that the money is being used to construct a building to donate back to the County and then the Fair Board would have free use and full control of the building for 20 years. Kneiszel believes if buildings are constructed, they should be constructed by the County and the County should then seek lease payments back from the tenant users. Kneiszel is not aware of any similar arrangement in the County that the Fair Board is proposing which could set a precedent for other organizations.

One solution to this according to Kneiszel would be for the County to suspend the support payments to the Fair and dedicate the money instead to improving the facilities in a way that would help the Fair and other park users. He believes the property is being under-utilized. It is a great place for the Fair and the Fair has enjoyed success there, but Kneiszel feels there is room to co-exist with other events throughout the year and he feels this is what the masterplan will show.

Kneiszel continued that he is confident that if the Fair needs more storage capacity in the future, it will get it, but it will be from the County which should determine where these buildings should go after the masterplan is completed. He reiterated that there is storage available there for free this year and therefore he does not see any downside to putting this off until the masterplan is complete. Additionally, Kneiszel is not in favor of asking for a masterplan and then not paying attention to it. He noted the Park Department opposes this proposal as well and invited Assistant Park Director Matt Kriese to talk more about that.

Moynihan asked Hemery if there would be any issue with this. Hemery responded that he has looked into this and construction projects in excess of \$25,000 would have to follow the public works law and he also looked into how the Fair Association was funded. Given the consistent payments of \$20,000 over the years, Hemery does not have a concern that this would violate public works laws.

**Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to suspend the rules to allow interested parties to speak. Vote taken. MOTION CARRIED UNANIMOUSLY**

Van Dyck said he shares the same concerns as Kneiszel. He said in an ideal world he would agree that this project wait until the pending study comes out. Realistically though, no matter what the study says, if you look at the funding

mechanism which will be the sales tax and the fact that the dollars are not allocated until near the end of the cycle, it will likely be 5 – 6 years until improvements are made at the Fairgrounds. Van Dyck said the masterplan may show there will be other storage mechanisms other than this building, but those will not come for a while so there is the issue of what to do in the interim. He feels the Fair Board is fairly reasonable in the sense of the type of building being constructed and where it is placed, and he added that the building can be taken down in the future at a cost that is not obscene. This alleviates Van Dyck's concerns and he finds this to be a reasonable request. With regard to suspending the \$20,000 payments, he feels the Fair Board would welcome that if they were to be reimbursed by the County for all of the work they do every year. Van Dyck said he will support this request and asked the Committee to do the same.

**-Steve Corrigan, 4602 Dickenson Road, Ledgeview, WI**

Corrigan is the President of the Fair Board. He provided a handout, a copy of which is attached which provides a breakdown of the last 14 Fairs operated by the Fair Board. The handout shows that over the last 14 years, the Fair Board has spent \$2,951,400 with businesses in Brown County for services necessary to run the Fair. The Fair also supports a number of Brown County youth groups and clubs and over the last 14 years these groups have been paid a total of \$362,200 and, in addition, the Fair has provided free admissions for various groups. The total impact to the community over the last 14 years is \$4,082,600.

Corrigan continued that the Fair Board came forward 15 years ago and asked for a chance at running the Fair. They do not ask the County Board for much and they use the money they do get from the County for repairs and maintenance to keep things functional and safe. He acknowledged the County's offer to use storage space in the building that was built in 1981, but this is not practical for several reasons, including that it is not a secure space. Corrigan added the County advised them that they could provide them with space for rent, similar to what they do with motorhomes and boats. The Fair Board then made the decision to build a building, and they raised the money to do it. Corrigan said before the infield grading project was done last year, their hands were tied because the grounds were not adequate for drainage. Corrigan said some of the projects can now move forward because the drainage and grading is proper.

Corrigan sits on the masterplan committee and there are a lot of thoughts about a walkway along the Fox River and improving the shoreline, but the sales tax money that is earmarked for the Fairgrounds will not be available for years. Corrigan opined it will be 10 – 15 years before any of this is a reality. The Fair Board does not have a problem building the building which would be erected with nuts, bolts and screws and can be taken apart the same way. If the masterplan does not allow for the building to be where it is being proposed, there will not be space to continue the Fair. They are not asking for any financial support, they are only asking for something that they are offering to pay for.

**Motion made by Supervisor Moynihan, seconded by Supervisor Van Dyck to return to regular order of business.  
Vote taken. MOTION CARRIED UNANIMOUSLY**

Assistant Park Director Matt Kriese said the major concern of the Parks is that they are in the early stages of a masterplan which has a feasibility study associated with it. This feasibility study will begin soon and the goal is to look at the greater Green Bay market area and also at the Midwest and national properties that are similar to see what will fit in northeast Wisconsin. The goal is to maintain a flexible outdoor venue space that is being utilized for the better part of 365 days a year. He said there has been concern by the county as well the community for many, many years that the property is underutilized.

Kriese acknowledged the Fair does have storage needs, but he is not sure what is being proposed would be in the right location. He realizes the Fair Board has agreed to take the building down or move it if necessary, but in reality that would be an additional expense and Kriese feels we need to make sure the buildings are strategically placed according to the masterplan to save everyone's money. He said the masterplan would probably identify storage building locations and then at that time a decision can be made. Kriese added the Fair Board runs an exceptional Fair and this is not about the Fair, it is about the masterplan.

Schadewald asked about the storage needs. Kriese said there is room available in the south exhibition building which houses the Fair office and park maintenance as well as winter storage. There would have to be a wall constructed

down the middle of the building to partition off a section for secure storage. Schadewald does not think it is appropriate to tell the Fair Board to wait if they are saying they need the storage now.

Van Dyck added that although he does not know what the long term plan is going to be at the Fairgrounds, he cannot imagine that anything else would go in the particular corner of the property being proposed. In addition, the Fair Board has agreed to move the building if needed and all that would remain then would be the cement slab.

Buckley said it looks like the proposed location of the storage building is out of the way and asked Kriese how placing the building there would affect what Parks is looking at for the property. Kriese reiterated they do not know at this time what is going to be done and that is why they would like to have the masterplan completed before any decisions are made. There are a lot of questions that need to be answered with regard to animal buildings, event spaces, etc. Buckley asked when the masterplan would be done. Kriese said the feasibility expert was hired last week and they will get started soon and he estimate the feasibility portion would be done in 1 ½ months and then based on that the idea is to lay out three conceptual plans based on the feasibility study and then the Fairgrounds development committee will meet to hash things out. Kriese speculated that the masterplan would be done at the end of summer or early fall.

Erickson feels the proposed building is a good idea and he will support it. He agreed with Buckley in that the proposed location is remote and would be a good place for the proposed building. He does not think the masterplan will contain a plan to place something like an event venue or campground near the adjacent sewage plant.

Van Dyck pointed out that from the initial drawings that were presented by Rettler it became quite evident we were a long way away from where we needed to be. The City of De Pere's property cuts through the heart of the Fairgrounds and although it was pretty clear we needed to include the De Pere property for this to make sense, the line was drawn and everything that was proposed was on the north side of the line which did not make sense. In addition, there is a big push to do something along the river and Van Dyck said it became pretty evident pretty fast that the \$3.5 million dollars that will be set aside to do something is not going to be nearly enough. Van Dyck feels even if we wait for the masterplan, there is still going to be a whole lot of arm wrestling before anything is done.

**Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

*Item 3 was taken at this time.*

**9. Resolution to Authorize AT&T Communication Utility Lines Easement on County Property.**

**Motion made by Supervisor Schadewald, seconded by Supervisor Buckley to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**10. An Ordinance to Amend Section 3.25 (County Vehicle I.D. Markings) of Chapter 3 of the Brown County Code of Ordinances.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**11. Resolution re: A Table of Organization Change in the Health and Human Services Department – Community Services Division.**

**Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**12. Resolution re: A Change in the Port and Resource Recovery Table of Organization.**

**Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**13. Resolution re: A Table of Organization Change in the Veterans Services Department Clerk/Typist I Position.**

**Motion made by Supervisor Erickson, seconded by Supervisor Schadewald to approve. Vote taken. MOTION CARRIED UNANIMOUSLY**

**14. Resolution re: Establishing the Salaries of Certain Elective Officials Clerk of Courts and Sheriff.**

Hemery explained Item 14 is the original resolution presented to the Public Safety Committee regarding the positions of Clerk of Courts and Sheriff.

**Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**a) Resolution Establishing the Total Annual Compensation of the Brown County Clerk of Courts – 2019 to 2022.**

It was noted that the Public Safety Committee asked that the original resolution be broken down into two separate resolutions; one regarding the Clerk of Courts and one regarding the Sheriff.

Roellich provided the Committee with comparables, a copy of which are attached. She said this resolution provides for an increase of the Clerk of Court's salary of \$1,500 per year which would be a 1.98% raise. Hoyer said when this process was done for the County Clerk, Treasurer and Register of Deeds we had historical data. Lund said these elected positions used to be in the area of \$73,000 per year, but that was lowered to around \$57,000 following a salary comp study in 2002. Lund asked if this increase being proposed for the Clerk of Courts would be similar to where the other constitutional positions are because we try to keep them all about the same. Schadewald pointed out that the County Clerk, Treasurer, and Register Deeds are not getting any increase in 2018, 2019 or 2020. Erickson recalled that some of the disparity came when they changed the terms of office from two years to four years and some did not get raises so the others could get caught up.

Buckley questioned if the job duties of the Register of Deeds, Treasurer, County Clerk and Clerk of Courts are all the same. He feels there should be some sort of methodology when it comes to deciding what we expect of these positions. Lund pointed out that the constitutional officers can be elected but then never show up for work and still collect their salary and we really do not know what they are doing because we do not oversee their positions. As long as Lund has been on the Board, we have had a Sheriff that runs the department, but in other counties there could be a Sheriff just sitting at home waiting to be called in for something. Roellich noted that this needs to be based on the position, not the person in the position.

Clerk of Courts John Vander Leest said Clerk of Courts around the state typically have a larger number of employees they are supervising than the Register of Deeds, County Clerk and Treasurer. In Brown County, those offices have roughly 18 – 20 employees total while Vander Leest supervises 28 – 30 employees in the Clerk of Courts office. He said constitutional officers in other counties receive different salaries given different situations.

Hoyer asked if the Clerk of Courts received an increase last time this process was done. Roellich said from 2014 to 2015 the salary went from \$67,700 to \$69,700; in 2016 it went to \$71,700; in 2017 it went to \$73,700 and in 2018 it went to \$75,000 which is where the County Clerk, Register of Deeds and Treasurer are all at. It was 2005 when the wages all dropped significantly.

Schadewald feels an increase of \$1,500 per year is appropriate. He reviewed comparables of counties of similar size to Brown County and those comparables showed their Clerk of Courts were making about \$80,000 or more as of January 1, 2018. With a \$1,500 increase each year, at the end of four years Brown County's rate will be closer to the comparables. All of the Clerk of Courts are constitutional officers and Schadewald does not see a reason to reinvent the wheel because they are all doing the same thing. Schadewald continued that Vander Leest is currently making the least of the comparables. Other counties are giving increase of about 1.5% and increasing the wages in Brown



County by \$1,500 per year will get that position closer to the area comparables.

Buckley noted increasing the salary by \$1,500 per year will still not bring the Clerk of Courts up to the other salaries.

**Motion made by Supervisor Schadewald, seconded by Supervisor Moynihan to approve as presented. Vote taken.  
Ayes: Van Dyck, Erickson, Lund, Moynihan, Schadewald, Hoyer    Nay: Buckley. MOTION CARRIED 6 TO 1**

**b) Resolution Establishing the Total Annual Compensation of the Brown County Sheriff – 2019 to 2022.**

Hemery provided the Committee with an updated resolution as the one in the agenda packet did not have the correct numbers. A handout was also provided regarding the salary of Sheriffs around the state as well as comparables for counties similar to Brown County; copies of both handouts are attached.

Schadewald said the comparables provided do not justify the increase being proposed for the position of the Sheriff and he reminded the Committee to think about the position, not the person currently in the position. He feels an increase of \$1,500 per year is more reasonable based on the comparables. Lund feels legislation should be changed at the state to require a certain amount of years in law enforcement before someone can be elected as Sheriff.

Regarding the comparables, Buckley pointed out that Racine County is one of the counties where they keep the Sheriff's wage lower than the Chief Deputy's wage so he does not feel that is an appropriate comparable. He also said the way we got to where we are with the Sheriff's wage is because of the WRS contributions. When the employees' share of the WRS was increased, we gave an offsetting bump to the Sheriff to compensate for that. Roellich noted all employees are statutorily required to pay the same to WRS. Buckley continued that at the Public Safety meeting the opening suggestion was for a pay increase of \$3,000 per year. The proposal was then to do \$2,000 the first year and \$1,750 for the next three years. In looking at the comparables, Buckley feels that is appropriate and noted that it is less than 2% for the second, third and fourth years.

Schadewald said he is proposing an increase of \$1,500 per year. He said the WRS argument was brought up at the Public Safety meeting and noted that most employees are bringing home less in 2018 than they did in 2011 because of the WRS and insurance. He said it was nice that this was taken into effect with the Sheriff's position, but he does not feel an obligation to continue doing that just because it was done in the past. Schadewald is looking at what other Sheriffs are paid and what an equitable salary would be. He also pointed out that all employees may not even get a raise this year.

Van Dyck pointed out the Sheriff received a 2.8% increase from 2017 – 2018. He said employees will focus on percentages and what is being proposed for the Sheriff is already 1% more than what employees got last year. Lund said what has been suggested is a \$1,500 increase per year, which is the same as what was passed for the Clerk of Courts.

Buckley said he is advocating for the position, not the Sheriff because we do not even know if the Sheriff is going to run again. He said there are a handful of positions at the Sheriff's Department that are making close to what the Sheriff is currently making and he also noted that the Chief of Police in Green Bay is making around \$110,000. Buckley feels the comparables should also include other positions within the department as well as the Chief of Police. He understands the proposal made at Public Safety may be a bit hard to stomach, but if we want a decent person in the position, we need to compensate them. He noted the current Sheriff is in the office full time, which was not the case with the prior Sheriff. Buckley feels what was laid out at Public Safety is a fair wage for the Sheriff going forward to keep him in line with his peers. A similar position in the private sector would probably make \$150,000 given the number of people being supervised as well as everything that falls under the Sheriff such as the investigative division, dealing with lawsuits, the responsibility with the jail and the patrol division. Buckley noted that La Crosse is currently paying their Sheriff \$108,988, but La Crosse does not have nearly the number of employees or responsibilities that Brown County does. Brown County also includes a number of areas such as Bellevue and Howard that the Sheriff is responsible for and he also supervises a very large departmental budget. Buckley said the salary has to fit the position and if we want to have qualified people in the position we need to pay them accordingly.

Schadewald said he is used to data driven decision making when it comes to salaries and comparables play a role in that. We have to talk about the position, not the person. Any anecdotal stories can be made, but he feels we need to look at this analytically. Schadewald feels based on the comparables at this time, the Sheriff is making a fairly good wage and the understanding of his proposal of the \$1,500 increase is what he sees fair for the position. Schadewald approached this in a very sterile and detached and impersonal manner as he does for all negotiations.

Van Dyck agreed with the analysis Buckley is doing, but the same arguments could be made with every other department. He does not know how we can base something on comparables in one department if we do not do that in all the other departments. Van Dyck said when someone is contemplating accepting a job in Brown County; they have the responsibility of looking at the comparables in the area when they make their decision.

Buckley said when you have a large department with a large budget and when you look at what we are asking these department heads to do, a \$1,500 raise just does not fit when taking all of the factors into consideration. He wishes we could base the raises in performance, but that is not the way it is done. Buckley also noted that for the last 8 years, the Sheriff's Department has been able to stay within their budget which was not done previously.

**Motion made by Supervisor Schadewald, seconded by Supervisor Hoyer to increase the Sheriff's salary by \$1,500 per year. Vote taken. Ayes: Van Dyck, Erickson, Lund, Moynihan, Schadewald, Hoyer Nay: Buckley. MOTION CARRIED 6 TO 1**

15. **An Ordinance to Amend Subsections 2.13(4)(h) AND (i), AND (5)(a) AND (f), Of Chapter 2 of the Brown County Code of Ordinances. Motion at Exec: To approve; Referred back from February County Board.**

**Motion made by Supervisor Van Dyck, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

16. **An Ordinance to Amend Section 2.13 (Closed Sessions and Minutes) of Chapter 2 of the Brown County Code of Ordinances.**

**Motion made by Supervisor Moynihan, seconded by Supervisor Hoyer to approve. Vote taken. Ayes: Erickson, Lund, Moynihan, Schadewald, Hoyer, Buckley Nay: Van Dyck. MOTION CARRIED 6 to 1**

17. **Internal Auditor Report**

**a) Status Update: February 1 – February 28, 2018.**

Internal Auditor Dan Process referenced information contained in the agenda packet regarding cash on hand and petty cash. A policy on this was implemented a few years ago and last year there were a number of issues regarding this and the same issue arose again this year. A lot of time was spent going through documentation provided by the departments and there seems to be some confusion as to the process. With the recommendations and management responses, a form will be implemented to get some consistency so each department knows exactly what they need to do. This is just cleaning this up to alleviate spending a lot of time on cash on hand and petty cash issues at the end of the year.

**Motion made by Supervisor Erickson, seconded by Supervisor Schadewald to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**Corporation Counsel**

18. **Corporation Counsel Redistricting Information for Discussion.**

*See discussion at Item 3 above.*

**Motion made by Supervisor Buckley, seconded by Supervisor Moynihan to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY**

**19. Corporation Counsel's Report.**

*No report; no action taken.*

**Human Resources**

**20. Budget Status Financial Report through December 2017.**

Motion made by Supervisor Hoyer, seconded by Supervisor Schadewald to receive and place on file. Vote taken.  
**MOTION CARRIED UNANIMOUSLY**

**21. Turnover Reports.**

Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to receive and place on file. Vote taken.  
**MOTION CARRIED UNANIMOUSLY**

**22. Department Vacancies Report.**

Motion made by Supervisor Van Dyck, seconded by Supervisor Erickson to receive and place on file. Vote taken.  
**MOTION CARRIED UNANIMOUSLY**

**23. Health & Dental Plan Reports.**

Motion made by Supervisor Hoyer, seconded by Supervisor Moynihan to receive and place on file. Vote taken.  
**MOTION CARRIED UNANIMOUSLY**

**24. Director's Report.**

*No report; no action taken.*

Van Dyck suggested that in the future all of these Human Resources reports be included in the Human Resources Director's Report instead of listed separately on the agenda. The Committee agreed that this was a good idea and things will be handled this way moving forward.

**Department of Administration**

**25. Director of Administration's Report.**

Weininger said as he talked about at prior meetings, there is only about \$380,000 available in levy capacity. Anything over that would be new construction which is about \$1 million dollars. If we have a bad year in health insurance or have to ship out a larger number of inmates, that will be used up pretty quickly. Weininger asked the Committee to keep in mind that from here on out when we talk about expanding services, we will have to cut something else because there is not a lot of flexibility. Lund agreed we need to be careful with spending, but said we need to get the jail started. Here referenced the lawsuit regarding the sales tax and noted that it could take years for that to be concluded. He said we can start building the jail with the money and then borrow for it or get it from the sales tax. The County can be sued for anything at any time but we still have to do governmental business. The Board cannot have non-elected officials telling us how to budget; they can make suggestions, but they cannot hold us hostage. Weininger noted he did not say we were not moving forward.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to receive and place on file. Vote taken.  
**MOTION CARRIED UNANIMOUSLY**

**County Executive**

**26. County Executive's Report.**

*No report; no action taken.*

**Other**

**27. Such other matters as authorized by law.**

*None.*

**28. Adjourn.**

**Motion made by Supervisor Van Dyck, seconded by Supervisor Buckley to adjourn at 7:54 pm. Vote taken.**

**MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Administrative Specialist

BROWN COUNTY FAIR OVER VIEW THE LAST 14 YEARS

| Organization   | Brown County Fair Financial Impact To Brown County |              |                |  |
|--|--|--------------|----------------|--|
|  | Based on the Average of the last 14 years          |              |                |  |
|  | 3/12/2018  |              |                |  |
| Dollars Spent in Brown County                              | YEARS  | Per Year     | COST           |  |
| Bleacher Rentals   | 14   | \$25,000.00  | \$350,000.00   |  |
| Golf Car Rental  | 14   | \$6,500.00   | \$91,000.00    |  |
| Utility Cart Rental  | 14   | \$1,200.00   | \$16,800.00    |  |
| Janitorial Service   | 14   | \$3,200.00   | \$44,800.00    |  |
| Portal Toilets   | 14   | \$3,700.00   | \$51,800.00    |  |
| Fireworks  | 14   | \$3,500.00   | \$49,000.00    |  |
| Accounting   | 14   | \$1,500.00   | \$21,000.00    |  |
| Sound  | 14   | \$8,000.00   | \$112,000.00   |  |
| Green Bay Expo   | 14   | \$5,200.00   | \$72,800.00    |  |
| Tent Rentals   | 14   | \$6,200.00   | \$86,800.00    |  |
| Refuse Removal   | 14   | \$4,000.00   | \$56,000.00    |  |
| Local Entertainment  | 14   | \$8,200.00   | \$114,800.00   |  |
| Overall Supplies   | 14   | \$13,000.00  | \$182,000.00   |  |
| Purchase's in General                                      | 14   | \$13,300.00  | \$186,200.00   |  |
| Advertising  | 14   | \$25,000.00  | \$350,000.00   |  |
| Soda/ Beer   | 14   | \$25,000.00  | \$350,000.00   |  |
| Brown County Sheriff                                       | 14   | \$12,000.00  | \$168,000.00   |  |
| Brown County Electrician/ WPS                              | 14   | \$4,000.00   | \$56,000.00    |  |
| Private Security   | 14   | \$2,200.00   | \$30,800.00    |  |
| Premiums paid out  | 14   | \$11,500.00  | \$161,000.00   |  |
| Payroll  | 14   | \$22,900.00  | \$320,600.00   |  |
| Last Years Project In-Field Grading                        | 1  | \$80,000.00  | \$80,000.00    |  |
| Total Paid to Local Businesses                             |  | \$285,100.00 | \$2,951,400.00 |  |
|  |  |              |                |  |
| Non-Profit Youth Groups                                    | YEARS  | Per Year     | COST           |  |
| Brown County 4-H   | 14   | \$22,000.00  | \$308,000.00   |  |
| Denmark FFA Alumni   | 14   | \$47,000.00  | \$658,000.00   |  |
| Grounds clean up Non profit Youth Groups                   | 14   | \$1,200.00   | \$16,800.00    |  |
| Service Clubs -Parking                                     | 14   | \$10,600.00  | \$148,400.00   |  |
| Free Admission for Assisted Living Facilities \$ 42,000.00 |  | \$-          | \$-            |  |
| Free Admission for Brown County Library \$235,200.00       |  | \$-          | \$-            |  |
| Free Admission Veterans \$ 85,000.00                       |  | \$-          | \$-            |  |
| Total Earned by Non-profits                                |  | \$80,800.00  | \$1,131,200.00 |  |
| Total IN-KIND  | \$362,200.00                                       |              |                |  |
| Total Impact to Community After 14 years                   |  |              | \$4,082,600.00 |  |

# Clerk of Courts

| Number of<br>Judges | County    | 2017        |        | 2018        |        |
|---------------------|-----------|-------------|--------|-------------|--------|
|                     |           | Salary      | % Inc. | Salary      | % Inc. |
| 8                   | Brown     | \$73,700.00 | 1.50%  | \$75,700.00 | 1.50%  |
| 7                   | Outagamie | \$78,891.00 | 1.50%  | \$80,074.00 | 1.50%  |
| 10                  | Racine    | \$79,702.00 | 1%     | \$80,499.00 | 2%     |
| 12                  | Waukesha  | \$80,476.00 | 1.50%  | \$82,085.52 | 2%     |
| 6                   | Winnebago | \$76,917.18 | 2%     | \$78,456.00 | 2%     |

| County         | # of Judges | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> |
|----------------|-------------|-------------|-------------|-------------|-------------|
| Racine         | 10          | \$ 82,107   | \$ 83,749   | \$ 85,423   | \$ 87,131   |
| Brown          | 8           | ?           | ?           | ?           | ?           |
| Kenosha        | 8           | \$87,068    | \$89,463    | \$91,923    | \$94,451    |
| Outagamie      | 7           | \$81,675    | \$83,308    | \$84,974    | \$86,673    |
| Rock           | 7           | ?           | ?           | ?           | ?           |
| Winnebago      | 6           | \$81,987    | \$83,216    | \$84,465    | \$85,732    |
| Eau Claire     | 5           | \$77,589    | \$79,528    | \$81,516    | \$83,553    |
| Fond du<br>Lac | 5           | \$76,650    | \$77,416    | \$78,190    | \$78,982    |
| Marathon       | 5           | \$82,000    | \$82,000    | \$82,000    | \$83,640    |
| Sheboygan      | 5           | ?           | ?           | ?           | ?           |
| LaCrosse       | 5           | \$80,875    | \$83,301    | \$84,967,   | \$86,666    |

Averages                                      \$81,243                      \$82,747                      \$84,182                      \$85,853

Brown County Clerk of Courts - 2018 Salary -- \$75,700

|      | 2019            | 2020            | 2021            | 2022            |
|------|-----------------|-----------------|-----------------|-----------------|
| 2%   | <u>\$77,214</u> | <u>\$78,758</u> | <u>\$80,300</u> | <u>\$81,940</u> |
| 2.5% | <u>\$77,592</u> | <u>\$79,531</u> | <u>\$81,519</u> | <u>\$83,556</u> |
| 3%   | <u>\$77,971</u> | <u>\$80,310</u> | <u>\$82,719</u> | <u>\$85,200</u> |

# By # JUDGES

## Case Filings Salary

2017 Files are through Nov

| County            | # Judges | 2016    | 2017   | 2016          | 2017          | 2018          | 2019          | 2020          | 2021          | 2022          |                              |
|-------------------|----------|---------|--------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------------------|
| Milwaukee         | 47       | 112,404 |        | \$ 125,000.00 | \$ 125,000.00 | \$ 125,551    |               |               |               |               |                              |
| Dane              | 17       | 57,145  | 60,771 | \$ 101,650.00 | \$ 103,683.00 | \$ 105,756.00 |               |               |               |               |                              |
| Waukesha          | 12       | 26,791  |        | \$ 79,287.00  | \$ 80,476.00  | \$ 82,085.52  |               |               |               |               |                              |
| Racine            | 10       | 48,481  |        | \$ 78,913     | \$ 79,702     | \$ 80,499.00  |               |               |               |               |                              |
| Brown             | 8        | 29,599  | 28,845 | \$ 71,700     | \$ 73,700     | \$ 75,700.00  | \$ 182,107.00 | \$ 183,749.00 | \$ 185,423.00 | \$ 187,131.00 | Approved                     |
| Kenosha           | 8        | 30,543  | 31,545 | \$ 82,252     | \$ 83,486     | \$ 84,738.00  | \$ 87,068     | \$ 89,463     | \$ 91,923     | \$ 94,451     | At Committee                 |
| Outagamie         | 7        | 23,492  | 25,711 | \$ 77,725     | \$ 78,891     | \$ 80,074.00  | \$ 81,675     | \$ 83,308     | \$ 84,974     | \$ 86,673     | Approved                     |
| Rock              | 7        | 36,331  |        | \$ 73,511.53  | \$ 74,980.33  | \$ 76,460.00  |               |               |               |               | Proposed 2%, pending         |
| Winnebago         | 6        | 30,339  |        | \$ 75,409     | \$ 76,917     | \$ 78,430.00  |               |               |               |               | No response                  |
| Sau Claire        | 5        | 21,889  | 19,671 | \$ 71,050     | \$ 72,116.78  | \$ 73,197.00  | \$ 81,987     | \$ 83,216     | \$ 84,465     | \$ 85,732     | Pending County Board         |
| Fond du Lac       | 5        | 21,827  |        | \$ 73,667     | \$ 74,403     | \$ 75,139.00  | \$ 77,589     | \$ 79,528     | \$ 81,516     | \$ 83,553     | 9% 1st yr, 2.5% next 3 years |
| Marathon          | 5        | 17,181  |        | \$ 85,371     | \$ 85,371     | \$ 85,371.00  | \$ 82,000     | \$ 82,000     | \$ 82,000     | \$ 82,000     | Approved                     |
| Sheboygan         | 5        | 15,175  |        | \$ 72,281     | \$ 72,281     | \$ 72,281.00  |               |               |               |               | Approved                     |
| LaCrosse          | 5        | 14,031  | 13,432 | \$ 75,470     | \$ 76,979     | \$ 78,519.00  |               |               |               |               | No response                  |
| Dodge             | 4        | 15,616  |        | \$ 67,685.00  | \$ 68,700.00  | \$ 69,731.00  | \$ 80,875     | \$ 83,301     | \$ 84,967     | \$ 86,666     | Pending County Board         |
| Jefferson         | 4        | 14,310  |        | \$ 73,446.05  | \$ 73,446.05  | \$ 73,446.05  | \$ 79,518.00  | \$ 80,308.00  | \$ 81,120.00  | \$ 81,931.00  | Approved                     |
| St. Croix         | 4        | 11,731  | 11,540 | \$ 70,005.55  | \$ 70,005.55  | \$ 70,005.55  |               |               |               |               |                              |
| Walworth          | 4        | 13,406  |        | \$ 77,896.00  | \$ 79,454.00  | \$ 81,043.00  |               |               |               |               |                              |
| Washington        | 4        | 10,687  | 13,087 | \$ 76,069.73  | \$ 78,085.58  | \$ 80,076.77  |               |               |               |               |                              |
| Barron            | 3        | 7,184   | 7,490  | \$ 64,678.00  | \$ 68,857.00  | \$ 70,578.00  | \$ 72,342.00  | \$ 74,151.00  | \$ 76,005.00  | \$ 77,905.00  | Approved                     |
| Chippewa          | 3        | 12,927  |        | \$ 68,444.64  | \$ 70,497.98  | \$ 72,612.92  |               |               |               |               |                              |
| Columbia          | 3        | 12,456  | 11,501 |               |               |               |               |               |               |               |                              |
| Manitowoc         | 3        | 9,091   |        |               |               | \$ 67,334.00  | \$ 67,666.00  | \$ 67,666.00  | \$ 68,352.00  | \$ 69,172.00  | Approved                     |
| Monroe            | 3        | 9,551   |        | \$ 51,793.37  | \$ 52,311.30  | \$ 52,834.41  |               |               |               |               |                              |
| Ozaukee           | 3        | 7,750   |        |               |               |               |               |               |               |               |                              |
| Portage           | 3        | 8,206   |        | \$ 66,310.55  | \$ 67,305.20  | \$ 68,314.78  | \$ 84,619     | \$ 85,888.00  | \$ 87,606.00  | \$ 89,358.00  | Approved                     |
| Sauk              | 3        | 15,281  |        |               |               |               |               |               |               |               |                              |
| Waupaca           | 3        | 9,338   | 9,101  |               |               |               |               |               |               |               |                              |
| Wood              | 3        | 9,586   |        | \$ 76,000.00  |               |               |               |               |               |               |                              |
| Door              | 2        | 4,181   | 4,254  |               |               |               |               |               |               |               |                              |
| Douglas           | 2        | 10,125  |        | \$ 60,090.00  | \$ 60,691.00  | \$ 61,905.00  |               |               |               |               |                              |
| Dunn              | 2        | 13,076  |        | \$ 61,579.00  | \$ 62,041.00  | \$ 62,506.00  |               |               |               |               |                              |
| Grant             | 2        | 10,061  |        | \$ 56,880.00  | \$ 57,449.00  | \$ 58,023.00  |               |               |               |               |                              |
| Green             | 2        | 6,050   |        |               | \$ 63,043.50  |               |               |               |               |               |                              |
| Juneau            | 2        | 6,994   | 7,231  | \$ 57,111.00  | \$ 57,789.00  | \$ 58,330.00  |               |               |               |               |                              |
| Lincoln           | 2        | 3,939   | 4,967  | \$ 59,616.00  | \$ 60,212.00  | \$ 60,814.00  | \$ 61,890.00  | \$ 64,272.00  | \$ 66,352.00  | \$ 68,172.00  | Approved                     |
| Marquette         | 2        | 5,999   |        |               |               |               |               |               |               |               |                              |
| Menominee/Shawano | 2        | 349     |        |               | \$ 43,111.41  | \$ 43,973.70  |               |               |               |               |                              |
| Oconto            | 2        | 5,003   |        | \$ 60,059.58  | \$ 60,059.58  | \$ 60,059.58  | \$ 65,091.00  | \$ 66,393.00  | \$ 67,721.00  | \$ 69,075.00  | Approved                     |
| Oneida            | 2        | 7,910   |        |               |               |               |               |               |               |               |                              |
| Polk              | 2        | 5,860   |        | \$ 56,814.00  | \$ 57,666.00  | \$ 58,531.00  |               |               |               |               |                              |

140



[illegible]



**Winnebago County**  
**Department of Human Resources**

*The Wave of the Future*

TO: Personnel & Finance Committee Members  
CC: Mark Harris, County Executive  
John Matz, Sheriff  
Melissa Pingel, Clerk of Courts

FROM: Mike Collard, Director of Human Resources

DATE: February 22, 2018

RE: Salaries for Elected Officers

By April 15, 2018 the Winnebago County Board is required by law to establish the salaries for the Sheriff, Clerk of Courts, and Coroner for their upcoming 2019 through 2022 terms of office. Since the regular April Board meeting is after this date, the salaries should be established no later than the March Board meeting.

I have compiled a table showing the current (2018) salaries for the Sheriff and Clerk of Courts positions for Winnebago County and for those other counties closest to us in population:

**2018 Salaries for Certain Elected Officials**  
Counties Selected by  
Population

|            | <u>Sheriff</u> | <u>Clerk of Courts</u> |
|------------|----------------|------------------------|
| Racine     | \$101,780      | \$80,499               |
| Outagamie  | \$105,055      | \$80,074               |
| Winnebago  | \$102,175      | \$78,456               |
| Kenosha    | \$102,943      | \$84,738               |
| Rock       | \$117,146      | \$76,458               |
| Marathon   | \$103,318      | \$85,371               |
| Washington | \$104,750      | \$80,077               |
| Average:   | \$105,310      | \$80,810               |
| Winnebago  |                |                        |
| Below Avg: | 3.07%          | 3.00%                  |

This shows that our current salaries for the Sheriff and Clerk of Courts offices are currently about 3.0% below average for our peer counties. Only very limited information is available about planned salary increases for the 2019 term in other counties, but it can be expected that most counties will increase their salaries by a minimum of 1.0% per year.

There is very little comparable information available for the Coroner position in counties our size.

It should be kept in mind that by law the salaries for elected positions cannot depend on the merit or tenure of the persons holding the positions. Increases should therefore be thought of as more similar to across-the-board raises than to merit raises.

Relevant internal comparables for these positions include appointed department heads and the chief deputies to the Sheriff and Clerk of Courts. The current salaries and target minimums for appointed department heads are as follows:

Current (Feb 2018) Salaries of Appointed Department Heads  
and Chief Deputies  
Winnebago County

|   | Target<br>Minimum | Current<br>Salary |
|---|-------------------|-------------------|
| Director of Human Services              | \$103,946         | \$124,959         |
| Corporation Counsel                     | \$103,946         | \$121,034         |
| Park View Administrator                 | \$96,246          | \$99,166          |
| Director of Human Resources             | \$96,246          | \$114,560         |
| Director of Finance                     | \$96,246          | \$101,059         |
| Highway Commissioner                    | \$96,246          | \$98,038          |
| Director of Facilities                  | \$89,117          | \$104,430         |
| Director of Public Health               | \$89,117          | \$99,477          |
| Director of Information Services        | \$89,117          | \$96,151          |
| Director of Parks and Expo Center       | \$89,117          | \$92,543          |
| Director of Planning & Zoning           | \$89,117          | \$100,181         |
| Director of Solid Waste                 | \$89,117          | \$99,427          |
| Director of Land and Water Conservation | \$81,015          | \$85,748          |
| Airport Director                        | \$81,015          | \$83,264          |
| Director of Child Support               | \$81,015          | \$82,447          |
| Director of Veterans' Services          | \$70,448          | \$72,319          |
| Director of Emergency Management        | \$70,448          | \$73,567          |
| Chief Deputy Sheriff                    | \$89,117          | \$95,248          |
| Chief Deputy Clerk of Courts            | \$56,676          | \$59,484          |

The most recent consumer price index data (CPI-U, US city average, all items, January 2018) shows a one-year increase of 2.07% and an average increase per year over the past four years of 1.49%.

I have drafted proposed resolutions for discussion which would increase each officer's salary by 3.0% plus an additional 1.5% each year. These can be modified by using whatever percentage increases the Committee wishes to submit.

|                    | 2018<br>Salary | %<br>Incr. | 2019<br>Salary | %<br>Incr. | 2020<br>Salary | %<br>Incr. | 2021<br>Salary | %<br>Incr. | 2022<br>Salary |
|--------------------|----------------|------------|----------------|------------|----------------|------------|----------------|------------|----------------|
| Sheriff            | \$102,175      | 4.50%      | \$106,773      | 1.50%      | \$108,374      | 1.50%      | \$110,000      | 1.50%      | \$111,650      |
| Clerk of<br>Courts | \$78,456       | 4.50%      | \$81,987       | 1.50%      | \$83,216       | 1.50%      | \$84,465       | 1.50%      | \$85,732       |
| Coroner            | \$69,846       | 4.50%      | \$72,989       | 1.50%      | \$74,084       | 1.50%      | \$75,195       | 1.50%      | \$76,323       |

1 **NO. - DRAFT**

2  
3 **RESOLUTION: Establish Compensation for Winnebago County Sheriff**

4  
5 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

6  
7 WHEREAS, the next four-year term of office will begin in January 2019 for the Winnebago  
8 County Sheriff; and

9  
0 WHEREAS, section 59.22 of the Wisconsin Statutes requires that any changes in the  
1 compensation for this elected position must be adopted by the County Board of Supervisors earlier  
2 than the first date for filing nomination papers for the upcoming term, which in this case is April 15,  
3 2018; and

4  
5 WHEREAS, a reasonable salary is necessary to attract well-qualified candidates to this full-  
6 time elected position; now, therefore:

7  
8 **BE IT RESOLVED**, by the Winnebago County Board of Supervisors that the annual salary  
9 rates for the Winnebago County Sheriff for the term commencing in January 2019 shall be as  
0 follows:

1  
2

|           | Annual Salary<br><u>2019</u> | Annual Salary<br><u>2020</u> | Annual Salary<br><u>2021</u> | Annual Salary<br><u>2022</u> |
|-----------|------------------------------|------------------------------|------------------------------|------------------------------|
| 3 Sheriff | \$ 106,773                   | \$ 108,374                   | \$ 110,000                   | \$ 111,650                   |

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8 **BE IT FURTHER RESOLVED**, that the above-mentioned officer be provided with County  
9 health, dental, life insurance, and long-term disability insurance benefits at the same level and on  
0 the same terms and conditions as are provided to the County's appointed department heads,  
1 including any modifications which may be made from time to time during the officers' term, and that  
2 the officer participate in the Wisconsin Retirement System on the same terms as apply to other  
3 protective service management employees in the Sheriff's Office as provided by state law.

4  
5 **BE IT FURTHER RESOLVED**, that funds to cover the cost of this action be included as part  
6 of the budgets for the respective years.

7  
8 Submitted by,  
9 **PERSONNEL AND FINANCE COMMITTEE**

0  
1 Committee Vote:

2  
3  
4  
5 Vote Requirement for

6  
7 Passage: Majority

**RESOLUTION: Establish Compensation for Winnebago County Clerk of Courts**

**TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

WHEREAS, section 59.22 of the Wisconsin Statutes requires that any changes in the compensation for this elected position must be adopted by the County Board of Supervisors earlier than the first date for filing nomination papers for the upcoming term, which in this case is April 15, 2018; and

**BE IT RESOLVED**, by the Winnebago County Board of Supervisors that the annual salary rates for the Winnebago County Clerk of Courts for the term commencing in January 2019 shall be as follows:

|                 | <u>Annual Salary<br/>2019</u> | <u>Annual Salary<br/>2020</u> | <u>Annual Salary<br/>2021</u> | <u>Annual Salary<br/>2022</u> |
|-----------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Clerk of Courts | \$ 81,987                     | \$ 83,216                     | \$ 84,465                     | \$ 85,732                     |

**BE IT FURTHER RESOLVED**, that funds to cover the cost of this action be included as part of the budgets for the respective years.

**Committee Vote:**

### Vote Requirement for

### Passage: Majority

12/a

1 NO. - **DRAFT**

2  
3 **RESOLUTION: Establish Compensation for Winnebago County Coroner**

4  
5 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

6  
7 WHEREAS, the next four-year term of office will begin in January 2019 for the Winnebago  
8 County Coroner; and

9  
0 WHEREAS, section 59.22 of the Wisconsin Statutes requires that any changes in the  
1 compensation for this elected position must be adopted by the County Board of Supervisors earlier  
2 than the first date for filing nomination papers for the upcoming term, which in this case is April 15,  
3 2018; and

4  
5 WHEREAS, a reasonable salary is necessary to attract well-qualified candidates to this full-  
6 time elected position; now, therefore:

7  
8 **BE IT RESOLVED**, by the Winnebago County Board of Supervisors that the annual salary  
9 rates for the Winnebago County Coroner for the term commencing in January 2019 shall be as  
10 follows:

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|         | Annual Salary<br><u>2019</u> | Annual Salary<br><u>2020</u> | Annual Salary<br><u>2021</u> | Annual Salary<br><u>2022</u> |
|---------|------------------------------|------------------------------|------------------------------|------------------------------|
| Coroner | \$ 72,989                    | \$ 74,084                    | \$ 75,195                    | \$ 76,323                    |

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**BE IT FURTHER RESOLVED**, that the above-mentioned officer be provided with County health, dental, life insurance, and long-term disability insurance benefits at the same level and on the same terms and conditions as are provided to the County's appointed department heads, including any modifications which may be made from time to time during the officers' term, and that the officer participate in the Wisconsin Retirement System on the same terms as apply to other elected officials as provided by state law.

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**BE IT FURTHER RESOLVED**, that funds to cover the cost of this action be included as part of the budgets for the respective years.

Submitted by,  
PERSONNEL AND FINANCE COMMITTEE

Committee Vote:

Vote Requirement for

Passage: Majority

14a

# By SALARY

2017 Files are through November

## Case Filings

## Salary

| <u>County</u>    | <u># Judges</u> | <u>2016</u> | <u>2017</u> | <u>2016</u>   | <u>2017</u>   | <u>2018</u>   |
|------------------|-----------------|-------------|-------------|---------------|---------------|---------------|
| Milwaukee        | 47              | 112,404     |             | \$ 125,000.00 | \$ 125,000.00 | \$ 125,000.00 |
| Dane             | 17              | 57,145      | 60,771      | \$ 101,650.00 | \$ 103,683.00 | \$ 105,756.00 |
| Marathon         | 5               | 17,181      |             | \$ 85,371.00  | \$ 85,371.00  | \$ 85,371.00  |
| Kenosha          | 8               | 30,543      |             | \$ 82,252.00  | \$ 83,486.00  | \$ 84,738.00  |
| Waukesha         | 12              | 26,791      |             | \$ 79,287.00  | \$ 80,476.00  | \$ 82,085.52  |
| Walworth         | 4               | 13,406      |             | \$ 77,896.00  | \$ 79,454.00  | \$ 81,043.00  |
| Racine           | 10              | 48,481      |             | \$ 78,913.00  | \$ 79,702.00  | \$ 80,499.00  |
| Washington       | 4               | 10,687      | 13,087      | \$ 76,069.73  | \$ 78,085.58  | \$ 80,076.77  |
| Outagamie        | 7               | 23,492      | 25,711      | \$ 77,725.00  | \$ 78,891.00  | \$ 80,074.00  |
| LaCrosse         | 5               | 14,031      | 13,432      | \$ 75,470.00  | \$ 76,979.00  | \$ 78,519.00  |
| Winnebago        | 6               | 30,339      |             | \$ 75,409.00  | \$ 76,917.18  | \$ 78,456.00  |
| Rock             | 7               | 36,331      |             | \$ 73,510.54  | \$ 74,980.00  | \$ 76,458.00  |
| Brown            | 8               | 29,599      | 28,845      | \$ 71,700.00  | \$ 73,700.00  | \$ 75,700.00  |
| Jefferson        | 4               | 14,310      |             | \$ 73,446.05  | \$ 73,446.05  | \$ 73,446.05  |
| Eau Claire       | 5               | 21,889      | 19,671      | \$ 71,050.00  | \$ 72,116.00  | \$ 73,197.00  |
| Chippewa         | 3               | 12,927      |             | \$ 68,444.64  | \$ 70,497.98  | \$ 72,612.92  |
| Sheboygan        | 5               | 15,175      |             | \$ 72,281.00  | \$ 72,281.00  | \$ 72,281.00  |
| Barron           | 3               | 7,184       | 7,490       | \$ 64,678.00  | \$ 68,857.00  | \$ 70,578.00  |
| St. Croix        | 4               | 11,731      | 11,540      | \$ 70,005.55  | \$ 70,005.55  | \$ 70,005.55  |
| Dodge            | 4               | 15,616      |             | \$ 67,685.00  | \$ 68,700.00  | \$ 69,731.00  |
| Portage          | 3               | 8,206       |             | \$ 66,310.55  | \$ 67,305.20  | \$ 68,314.78  |
| Green Lake       | 1               | 3,542       |             | \$ 63,973.05  | \$ 64,932.65  | \$ 65,906.64  |
| Calumet          | 1               | 4,602       |             | \$ 62,435.44  | \$ 63,684.15  | \$ 64,957.84  |
| Waushara         | 1               | 5,724       |             | \$ 62,801.00  | \$ 63,743.00  | \$ 64,699.00  |
| Dunn             | 2               | 13,076      |             | \$ 61,579.00  | \$ 62,041.00  | \$ 62,506.00  |
| Adams            | 1               | 6,062       |             | \$ 60,000.00  | \$ 61,200.00  | \$ 62,424.00  |
| Douglas          | 2               | 10,125      |             | \$ 60,090.00  | \$ 60,691.00  | \$ 61,905.00  |
| Trempeleau       | 1               | 4,851       |             | \$ 60,433.00  | \$ 61,037.00  | \$ 61,648.00  |
| Lincoln          | 2               | 3,939       | 4,967       | \$ 59,616.00  | \$ 60,212.00  | \$ 60,814.00  |
| Oconto           | 2               | 5,003       |             | \$ 60,059.58  | \$ 60,059.58  | \$ 60,059.58  |
| Bayfield         | 1               | 3,080       |             | \$ 57,385.00  | \$ 58,533.00  | \$ 59,703.00  |
| Jackson          | 1               | 7,669       |             | \$ 57,561.00  | \$ 58,516.00  | \$ 59,488.00  |
| Marquette        | 1               | 4,092       | 3,916       | \$ 57,144.00  | \$ 58,287.00  | \$ 59,453.00  |
| Polk             | 2               | 5,860       |             | \$ 56,814.00  | \$ 57,666.00  | \$ 58,531.00  |
| Juneau           | 2               | 6,994       | 7,231       | \$ 57,111.00  | \$ 57,789.00  | \$ 58,330.00  |
| Grant            | 2               | 10,061      |             | \$ 56,880.00  | \$ 57,449.00  | \$ 58,023.00  |
| Taylor           | 1               | 2,623       | 2,835       | \$ 55,339.00  | \$ 56,445.00  | \$ 57,573.00  |
| Vernon           | 1               | 2,525       |             | \$ 55,327.00  | \$ 56,433.54  | \$ 57,280.04  |
| Vilas            | 1               | 3,536       |             | \$ 54,367.00  | \$ 55,726.00  | \$ 57,119.00  |
| Washburn         | 1               | 3,379       |             | \$ 53,385.00  | \$ 54,453.00  | \$ 55,542.00  |
| Sawyer           | 1               | 3,643       |             | \$ 52,737.00  | \$ 53,264.00  | \$ 53,797.00  |
| Monroe           | 3               | 9,551       |             | \$ 51,793.37  | \$ 52,311.30  | \$ 52,834.41  |
| Pepin w/ Buffalo | 1 Judge shared  | 1,296       |             | \$ 50,200.00  | \$ 51,204.00  | \$ 52,228.00  |
| Rusk             | 1               | 2,861       | 2,457       | \$ 50,081.86  | \$ 50,833.09  | \$ 51,595.59  |

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|-------------------|----------------|--------|--------|--------------|--------------|--------------|
| Ashland           | 1              | 3,915  |        | \$ 50,000.00 | \$ 50,500.00 | \$ 51,500.00 |
| Price             | 1              | 2,578  |        | \$ 48,000.00 | \$ 49,000.00 | \$ 49,000.00 |
| Forest            | 1              | 2,058  | 2,253  | \$ 43,256.48 | \$ 44,121.62 | \$ 45,004.06 |
| Menoninee/Shawano | 2              | 349    |        |              | \$ 43,111.41 | \$ 43,973.70 |
| Florence          | 1              | 795    | 717    | \$ 39,547.92 | \$ 40,338.80 | \$ 41,145.65 |
| Fond du Lac       | 5              | 21,827 |        |              |              |              |
| Columbia          | 3              | 12,456 | 11,501 |              |              |              |
| Manitowoc         | 3              | 9,091  |        |              |              |              |
| Ozaukee           | 3              | 7,750  |        |              |              |              |
| Sauk              | 3              | 15,281 |        |              |              |              |
| Waupaca           | 3              | 9,338  | 9,101  |              |              |              |
| Wood              | 3              | 9,586  |        | \$ 76,000.00 |              |              |
| Door              | 2              | 4,181  | 4,254  |              |              |              |
| Green             | 2              | 6,050  |        |              | \$ 63,043.50 |              |
| Marinette         | 2              | 5,999  |        |              |              |              |
| Oneida            | 2              | 7,910  |        |              |              |              |
| Shawano/Menominee | 2              | 9,523  |        |              | \$ 57,300.13 |              |
| Burnett           | 1              | 3,135  |        | \$ 55,470.00 |              |              |
| Clark             | 1              | 6,528  |        |              |              |              |
| Crawford          | 1              | 2,954  |        |              |              |              |
| Iowa              | 1              | 8,610  | 6,886  |              |              |              |
| Iron              | 1              | 1,647  |        |              |              |              |
| Kewaunee          | 1              | 3,053  | 3,144  |              |              |              |
| Lafayette         | 1              | 3,209  |        |              |              |              |
| Langlade          | 1              | 3,806  |        |              |              |              |
| Pierce            | 1              | 4,502  |        |              |              |              |
| Richland          | 1              | 3,620  | 4,105  |              |              |              |
| Buffalo w/Pepin   | 1 shared Judge | 2,690  |        |              |              |              |

| 2016-2017   |            | Sheriffs Office and Jail Information Survey |              |              |              |              |               |               |
|-------------|------------|---|--------------|--------------|--------------|--------------|---------------|---------------|
| COUNTY INFO |            |   |              | SHERIFF      |              |              | CHIEF DEPUTY  |               |
| County      | Population | 2016 Budget                                 | 2017 Budget  | Salary 2016  | Salary 2017  | Salary 2018  | Salary 2016   | Salary 2017   |
| Adams       | 20,730     | \$6,165,112                                 | \$6,231,345  | \$78,419.00  | \$79,987.00  | \$81,587.00  | \$70,264.00   | \$71,677.00   |
| Ashland     | 16,500     | \$3,830,554                                 | \$4,129,843  | \$62,000.00  | \$62,500.00  | \$63,000.00  | \$61,380.00   | \$62,005.00   |
| Barron      | 45,412     | \$7,529,944                                 | \$7,673,893  | \$79,168.00  | \$83,709.00  |              | \$81,078.00   | \$86,715.00   |
| Bayfield    | 15,500     | \$4,271,338                                 | \$4,424,801  | \$69,500.00  | \$70,601.00  | \$72,600.00  | \$65,832.00   | \$67,958.00   |
| Brown       | 250,000    | \$37,590,541                                | \$38,640,767 | \$103,000.00 | \$106,000.00 | \$109,000.00 | \$95,435.00   | \$96,389.00   |
| Buffalo     | 13,400     | \$2,298,700                                 | \$2,237,700  | \$65,403.00  | \$65,403.00  | \$66,220.00  | \$60,653.00   | \$62,899.00   |
| Burnett     | 15,457     | \$3,584,582                                 | \$3,546,968  | \$69,169.00  | \$70,552.00  | \$71,962.00  | \$33.23       | \$34.09       |
| Calumet     | 51,669     | \$4,654,480                                 | \$4,919,889  | \$86,127.00  | \$87,850.00  |              | \$70,255.00   | \$70,255.00   |
| Chippewa    | 65,000     | \$10,354,000                                | \$7,838,613  | \$82,512.00  | \$84,987.00  | \$87,500.00  | \$85,000.00   | \$89,000.00   |
| Clark       | 34,868     | \$5,675,414                                 | \$5,733,489  | \$67,701.00  | \$68,221.00  |              | \$32.42       | \$33.50       |
| Columbia    | 57,028     | \$11,570,738                                | \$11,815,882 | \$87,069.00  | \$89,086.00  | \$91,767.00  | \$91,437.00   | \$91,437.00   |
| Crawford    | 16,711     | \$3,255,634                                 | \$3,508,037  | \$70,838.00  | \$72,979.00  | \$74,439.00  | \$65,403.00   | \$67,372.00   |
| Dane        | 523,643    | \$83,587,029                                | \$76,633,992 | \$140,595.00 | \$143,407.00 | \$146,300.00 | \$127,420.00  | \$131,102.00  |
| Dodge       | 88,759     | \$20,697,976                                | \$19,283,237 | \$88,430.00  | \$89,756.00  | \$91,102.00  | \$82,642.00   | \$85,788.00   |
| Door        | 27,970     | \$8,094,403                                 | \$8,170,681  | \$84,407.00  | \$85,673.00  | \$86,958.00  | \$70,283.00   | \$73,548.00   |
| Douglas     | 44,100     | \$8,150,00.00                               | \$8,365,000  | \$75,800.00  | \$76,556.00  | \$78,087.00  | \$75,900.00   | \$76,856.00   |
| Dunn        | 44,500     | \$6,509,050                                 | \$6,612,876  | \$85,902.00  | \$86,548.00  | \$87,195.00  | \$93,268.00   | \$86,548.00   |
| Eau Claire  | 101,438    | \$10,273,693                                | \$10,808,297 | \$94,903.00  | \$96,326.00  | \$97,700.00  | \$91,778.00   | \$93,634.00   |
| Florence    | 5,400      | \$2,132,397                                 | \$2,090,275  | \$67,500.00  | \$68,000.00  |              | \$55,000 + OT | \$55,930 + OT |
| Fond du Lac | 101,759    | \$14,400,000                                | \$13,700,000 | \$96,135.00  | \$96,730.00  |              | \$88,940.00   | \$89,040.00   |
| Forest      | 9,279      | \$3,986,968                                 | \$3,916,907  | \$62,883.00  | \$64,140.00  | \$65,432.00  | \$63,688.00   | \$64,854.00   |
| Grant       | 52,250     | \$5,008,608                                 | \$4,923,072  | \$70,791.00  | \$71,513.00  | \$72,228.00  | \$27,341.00   | \$34,57 wage  |
| Green       | 37,186     | \$5,906,482                                 | \$6,316,215  | \$76,240.00  | \$77,386.00  | \$78,159.26  | \$70,075.00   | \$71,136.00   |
| Green Lake  | 19,000     | \$4,435,435                                 | \$4,460,161  | \$81,779.00  | \$83,006.00  | \$84,251.00  | \$75,225.00   | \$76,024.00   |
| Iowa        | 23,600     | \$3,483,000                                 | \$3,686,000  | \$67,766.00  | \$68,783.00  | \$69,815.00  | \$72,114.00   | \$73,715.00   |
| Iron        | 5,916      | \$1,789,073                                 | \$1,877,676  | \$60,332.00  | \$61,060.00  | \$61,788.00  | \$51,272.00   | \$53,112.00   |
| Jackson     | 20,600     | \$4,571,866                                 | \$4,652,052  | \$80,192.00  | \$80,992.00  | \$81,490.66  | \$80,891.00   | \$82,014.34   |
| Jefferson   | 85,000     | \$14,384,392                                | \$14,356,965 | \$90,833.00  | \$90,833.00  | \$90,833.00  | \$94,099.00   | \$97,032.00   |
| Juneau      | 25,987     | \$6,063,292                                 | \$6,122,043  | \$75,544.00  | \$76,968.00  | \$77,062.00  | \$70,302.00   | \$70,968.00   |
| Kenosha     | 167,757    | \$35,920,472                                | \$37,241,033 | \$99,923.00  | \$101,421.00 |              | \$0.00        | \$101,158.00  |
| Keweenaw    | 20,000     | \$3,457,008                                 | \$3,560,559  | \$75,205.00  | \$76,483.00  | \$78,012.00  | \$77,524.00   | \$78,687.00   |
| LaCrosse    | 119,000    | \$10,755,035                                | \$10,800,460 | \$104,756.00 | \$107,899.00 | \$108,988.00 | \$97,494.00   | \$100,887.00  |
| Lafayette   | 17,000     | \$2,767,278                                 | \$2,917,722  | \$70,000.00  | \$71,000.00  | \$72,000.00  | \$55,000.00   | \$59,696.00   |
| Langlade    | 19,977     | \$4,041,894                                 | \$4,176,931  | \$76,105.00  | \$77,850.00  | \$79,954.00  | \$72,446.00   | \$75,025.00   |
| Lincoln     | 30,000     | \$7,100,000                                 | \$7,200,000  | \$75,000.00  | \$76,000.00  |              | \$73,000.00   | \$74,000.00   |
| Manitowoc   | 81,442     | \$10,389,607                                | \$10,944,027 | \$90,324.00  | \$91,679.00  | \$93,513.00  | \$90,002.00   | \$92,695.00   |
| Marathon    | 134,900    | \$19,674,000                                | \$19,200,000 | \$103,318.00 | \$103,318.00 | \$103,318.00 | \$93,163.00   | \$96,400.00   |
| Marquette   | 44,000     | \$6,494,435                                 | \$6,496,103  | \$83,347.00  | \$84,180.00  | \$85,022.00  | \$79,063.00   | \$79,063.00   |
| Marquette   | 16,000     | \$2,900,000                                 | \$3,100,000  | \$79,000.00  | \$82,000.00  | \$83,500.00  | \$77,400.00   | \$77,800.00   |
| Menominee   | 4,533      | \$942,126                                   | \$957,267    | \$48,859.00  | \$48,872.00  | \$50,814.00  | \$50,754.00   | \$51,760.00   |
| Milwaukee   | 951,252    |   |              |              |              |              |               |               |
| Monroe      | 44,000     | \$5,325,874                                 | \$5,737,967  | \$73,770.00  | \$74,508.00  | \$75,253.00  | \$72,571.00   | \$74,755.00   |
| Oconto      | 38,200     | \$6,355,891                                 | \$6,455,894  | \$81,556.00  | \$83,657.00  | \$83,657.00  | \$79,601.00   | \$81,557.00   |
| Oneida      | 36,000     | \$9,165,521                                 | \$9,604,680  | \$89,483.00  | \$89,483.00  | \$89,483.00  | \$88,400.00   | \$89,284.00   |
| Outagamie   | 183,245    | \$19,310,589                                | \$20,072,400 | \$99,441.00  | \$100,547.00 |              | \$98,337.00   | \$100,048.00  |
| Ozaukee     | 87,470     | \$10,685,447                                | \$11,302,611 | \$103,006.00 | \$104,335.00 | \$105,681.00 | \$101,193.00  | \$103,258.00  |
| Pepin       | 7,400      | \$1,839,061                                 | \$2,001,071  | \$65,545.00  | \$66,856.00  | \$68,193.00  | \$59,553.00   | \$60,211.00   |
| Pierce      | 41,251     | \$6,089,513                                 | \$6,378,606  | \$76,863.00  | \$78,133.00  | \$79,110.00  | \$80,948.00   | \$83,033.00   |
| Polk        | 43,437     | \$7,887,779                                 | \$7,795,401  | \$85,944.00  | \$87,233.00  | \$88,542.00  | \$89,645.00   | \$82,075.00   |
| Portage     | 72,000     | \$10,200,000                                | \$10,200,000 | \$81,975.00  | \$83,186.00  | \$84,132.00  | \$87,132.00   | \$89,220.00   |
| Price       | 13,300     | \$2,800,000                                 | \$2,700,000  | \$62,400.00  | \$63,600.00  |              | \$56,700.00   | TBD           |



|             |         |              |              |              |              |              |              |              |
|-------------|---------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Racine      | 200,000 | \$24,360,561 | \$26,621,109 | \$99,774.00  | \$99,774.00  |              | \$108,776.00 | \$109,863.00 |
| Richland    | 17,000  |              |              |              |              | \$72,125.00  |              |              |
| Rock        | 161,188 | \$20,149,509 | \$20,968,452 | \$112,597.00 | \$114,849.00 | \$117,500.00 | \$104,775.84 | \$106,091.28 |
| Rusk        | 14,755  | \$3,400,000  | \$3,500,000  | \$61,623.00  | \$61,623.00  | \$61,623.00  | \$58,796.00  | \$62,820.00  |
| Sauk        | 63,162  | \$13,727,874 | \$13,626,127 | \$87,821.00  | \$89,586.00  | \$91,371.00  | \$82,643.00  | \$86,290.00  |
| Sawyer      | 17,000  | \$4,958,424  | \$5,028,938  | \$70,220.00  | \$70,928.00  |              | \$62,712.00  | \$64,500.00  |
| Shawano     | 40,000  | \$5,879,628  | \$5,837,252  | \$72,000.00  | \$72,000.00  |              |              | \$74,000.00  |
| Sheboygan   | 115,569 | \$18,588,644 | \$19,022,149 | \$99,653.00  | \$99,653.00  |              | \$93,036.00  | \$94,896)    |
| St. Croix   | 87,000  | \$10,068,245 | \$10,851,048 | \$92,000.00  | \$92,000.00  | \$92,000.00  | \$92,103.00  | TBD          |
| Taylor      | 20,600  | \$3,900,000  | \$3,900,000  | \$81,844.00  | \$83,480.00  | \$85,149.00  | \$75,171.00  | \$76,294.00  |
| Trempealeau | 29,582  | \$4,968,001  | \$5,076,555  | \$78,825.00  | \$79,613.00  | \$80,410.00  | \$77,168.00  | \$79,903.00  |
| Vernon      | 30,000  | \$4,099,976  | \$4,145,455  | \$70,066.00  | \$71,467.00  | \$72,539.00  | \$63,063.00  | \$67,255.00  |
| Vilas       | 21,430  | \$6,378,414  | \$6,446,351  | \$75,468.00  | \$78,186.00  | \$81,627.00  | \$65,476.00  | \$65,857.00  |
| Walworth    | 102,593 | \$25,913,878 | \$25,865,138 | \$108,482.00 | \$109,151.00 | \$110,242.00 | \$94,274.00  | \$103,460.00 |
| Washburn    | 15,962  | \$3,457,533  | \$3,661,390  | \$64,854.00  | \$66,151.00  | \$67,474.00  | \$69,992.00  | \$70,449.00  |
| Washington  | 134,296 | \$16,616,144 | \$17,471,062 | \$99,504.00  | \$102,140.00 | \$104,746.00 | \$88,640.00  | \$95,261.00  |
| Waukesha    | 380,000 | \$39,016,226 | \$39,725,753 | \$105,299.00 | \$106,444.00 | \$108,451.00 | \$108,654.00 | \$111,543.00 |
| Waupaca     | 52,429  | \$10,955,384 | \$11,344,799 | \$93,371.00  | \$95,596.00  | \$100,541.69 | \$91,353.00  | \$92,268.00  |
| Waushara    | 24,500  | \$5,632,557  | \$5,816,291  | \$82,364.00  | \$83,599.00  | \$84,852.00  | \$71,419.44  | \$72,507.04  |
| Winnebago   | 169,511 | \$21,913,548 | \$23,116,243 | \$98,208.00  | \$100,172.00 | \$102,175.00 | \$89,670.00  | \$91,952.00  |
| Wood        | 74,749  | \$9,466,622  | \$9,561,113  | \$111,072.00 | \$112,174.00 |              | \$78,956.00  | \$83,947.00  |

**Sheriff**

| County    | 2017         |        | 2018         |        |
|-----------|--------------|--------|--------------|--------|
|           | Salary       | % Inc. | Salary       | % Inc. |
| Brown     | \$106,370.00 | 1.50%  | \$109,370.00 | 1.50%  |
| Outagamie | \$100,547.00 | 1.50%  | \$105,055.00 | 1.50%  |
| Racine    | \$100,772.00 | 1.00%  | \$101,780.00 | 1.50%  |
| Waukesha  | \$106,444.00 | 1.50%  | \$108,041.00 | 1.50%  |
| Winnebago | \$100,172.00 | 2.00%  | \$102,175.00 | 2.00%  |

March 21, 2018

TO THE HONORABLE CHAIRMAN AND MEMBERS  
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION ESTABLISHING THE TOTAL ANNUAL COMPENSATION  
OF THE BROWN COUNTY SHERIFF – 2019 to 2022**

**WHEREAS**, Wisconsin Statutes direct the County Board to establish total annual compensation for elective offices prior to the first date for filing nomination papers in an election year, with such compensation to be effective upon the individual elected taking office for the new term; and

**WHEREAS**, on 03-07-2018, the Public Safety Committee considered a joint Resolution to keep the total annual compensation of the Brown County Sheriff (an elected officer) at \$109,370 per year for the years from 2019 through 2022, and to keep the total annual compensation of the Brown County Clerk of Courts (an elected officer) at \$75,700 per year for the years from 2019 through 2022; and

**WHEREAS**, also on 03-07-2018, the Public Safety Committee directed that separate Resolutions be drafted for each of these elective positions, and that the compensation for the Sheriff be as follows:

| <b>SHERIFF</b> | <b>2018</b>       | <b>2019</b>       | <b>2020</b>      | <b>2021</b>      | <b>2022</b>      |
|----------------|-------------------|-------------------|------------------|------------------|------------------|
| Net Increase   |                   | <b>\$ 2000</b>    | <b>\$ 1750</b>   | <b>\$ 1750</b>   | <b>\$ 1750</b>   |
| Salary         | <b>\$ 109,370</b> | <b>\$ 111,370</b> | <b>\$113,120</b> | <b>\$114,870</b> | <b>\$116,620</b> |

**NOW, THEREFORE, BE IT RESOLVED**, by the Brown County Board of Supervisors that the total annual compensation for the Brown County Sheriff, effective the first day of the term of office that begins after the date this Resolution is adopted, and continuing through the term of the office, shall be as follows:

| <b>SHERIFF</b> | <b>2018</b>       | <b>2019</b>       | <b>2020</b>      | <b>2021</b>      | <b>2022</b>      |
|----------------|-------------------|-------------------|------------------|------------------|------------------|
| Net Increase   |                   | <b>\$ 2000</b>    | <b>\$ 1750</b>   | <b>\$ 1750</b>   | <b>\$ 1750</b>   |
| Salary         | <b>\$ 109,370</b> | <b>\$ 111,370</b> | <b>\$113,120</b> | <b>\$114,870</b> | <b>\$116,620</b> |

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and;

**BE IT FURTHER RESOLVED**, that each elective official is entitled to participate in the Wisconsin Retirement System ("WRS") as authorized by law. Each elective official is required to pay their share of the total WRS required contribution. Brown County will pay only its share of the total required WRS contribution. It is expressly recognized that these shares may change, when the required WRS rate is adjusted, as authorized by law. These contributions are currently pre-tax; and

**BE IT FURTHER RESOLVED**, that each elective official is conditionally eligible for, and may elect to receive, health insurance through Brown County's group health insurance plan. This eligibility for health insurance coverage is expressly subject to the same terms and conditions (e.g., premium contribution, deductibles, co-pays, etc.) as full-time non-represented employees of Brown County; and

**BE IT FURTHER RESOLVED**, that each elective official is eligible for, and may elect to participate in, the fringe benefit package provided to full-time non-represented employees of Brown County. Such eligibility and participation is subject to the same terms and conditions as the full-time non-represented employees of Brown County.

*Fiscal Note: This resolution does not require an appropriation from the General Fund. It will require an appropriation in the 2019 budget.*

Respectfully submitted,  
PUBLIC SAFETY COMMITTEE (special)  
EXECUTIVE COMMITTEE

Approved By:

\_\_\_\_\_  
TROY STRECKENBACH  
COUNTY EXECUTIVE

Date Signed: \_\_\_\_\_

Authored by Human Resources  
Approved by Corporation Counsel

**BOARD OF SUPERVISORS ROLL CALL # \_\_\_\_\_**

Motion made by Supervisor \_\_\_\_\_

Seconded by Supervisor \_\_\_\_\_

| SUPERVISORS  | DIST.<br># | AYES | NAYS | ABSTAIN | EXCUSED |
|--------------|------------|------|------|---------|---------|
| SIEBER       | 1          |      |      |         |         |
| DE WANE      | 2          |      |      |         |         |
| NICHOLSON    | 3          |      |      |         |         |
| HOYER        | 4          |      |      |         |         |
| GRUSZYNSKI   | 5          |      |      |         |         |
| LEFEBVRE     | 6          |      |      |         |         |
| ERICKSON     | 7          |      |      |         |         |
| ZIMA         | 8          |      |      |         |         |
| EVANS        | 9          |      |      |         |         |
| VANDER LEEST | 10         |      |      |         |         |
| BUCKLEY      | 11         |      |      |         |         |
| LANDWEHR     | 12         |      |      |         |         |
| DANTINNE, JR | 13         |      |      |         |         |

| SUPERVISORS   | DIST.<br># | AYES | NAYS | ABSTAIN | EXCUSED |
|---------------|------------|------|------|---------|---------|
| BRUSKY        | 14         |      |      |         |         |
| BALLARD       | 15         |      |      |         |         |
| KASTER        | 16         |      |      |         |         |
| VAN DYCK      | 17         |      |      |         |         |
| LINSSEN       | 18         |      |      |         |         |
| KNEISZEL      | 19         |      |      |         |         |
| CLANCY        | 20         |      |      |         |         |
| CAMPBELL      | 21         |      |      |         |         |
| MOYNIHAN, JR. | 22         |      |      |         |         |
| BLOM          | 23         |      |      |         |         |
| SCHADEWALD    | 24         |      |      |         |         |
| LUND          | 25         |      |      |         |         |
| BECKER        | 26         |      |      |         |         |

Total Votes Cast \_\_\_\_\_

Motion:      Adopted \_\_\_\_\_ Defeated \_\_\_\_\_ Tabled \_\_\_\_\_